



DCDHS Staff Demographics

2022, Q4

As of 12/14/2022



Executive Summary

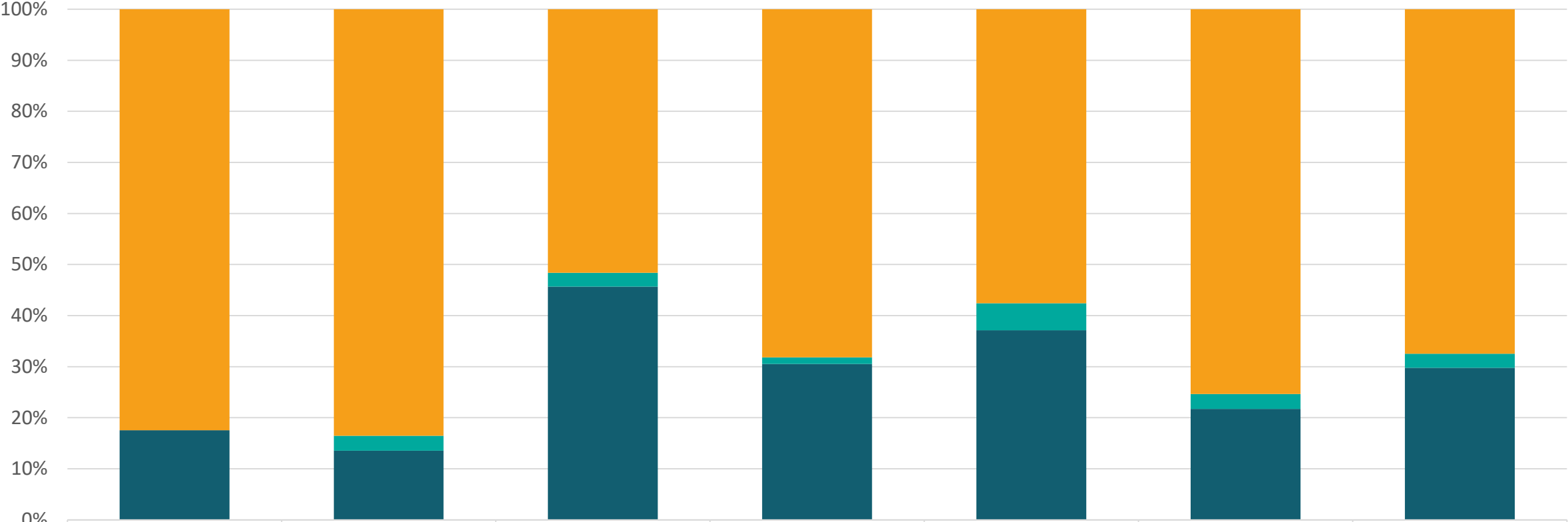
- The percentage of all employees who identify as BIPOC is significantly higher for BPHCC and EAWS than the Department as a whole (slide 4).
- The portion of all employees who identify as BIPOC is significantly lower for ACS and Admin/FMS/HAA than the Department as a whole (slide 4).
- A higher percentage of our part-time (PT) employees identify as BIPOC than our full-time (FT) employees (slide 7).
- Employees who are 60 or older are less likely to identify as BIPOC than all other employees (slide 9).
- Employees that have been with the Department for 20+ years are more likely to identify as White than employees in all other tenure groups (slide 10)
- The overall racial and ethnic composition of the DCDHS workforce has not changed significantly since the start of 2021 (slide 12).
- No statistically significant differences in race of new hires as compared to existing employees (slide 12).

Executive Summary (cont.)

- The Dane County population is about 22.4% BIPOC, while DCDHS employees are about 29.5% BIPOC. This difference is significant (slide 12)
- ACS has significantly more staff with 0-3 years, as compared to the Department as a whole. ACS also has significantly less staff with 20+ years of service, as compared to the Department as a whole. The average years of service for ACS is 1.7 years less than for the Department as a whole (slide 13).
- Badger Prairie has significantly fewer staff with 20+ years of tenure, and significantly more staff with 10-14 years tenure, as compared to the Department as a whole. The average years of service for BPHCC is nearly one year less than the Department as a whole (slide 13).
- CYF has significantly more staff with 20+ years of tenure and 0-3 years of tenure, as compared to the Department as a whole. CYF also has significantly less staff with 4-9 years of service, as compared to the Department as a whole. The average years of service is 1.5 years greater for CYF staff than for the Department as a whole (slide 13).
- EAWS has significantly fewer staff with 0-3 years of service and significantly more staff with 4-9 years of service, as compared to the Department as a whole. The average years of service for EAWS is nearly identical to the Department average.
- PEI has significantly fewer staff with 0-3, as compared to the Department as a whole. PEI also has a significantly higher percent of staff with 15-19 years and 20+ years of service, as compared to the Department as a whole. The average years of service for PEI is 6.7 years greater than the Department as a whole (slide 13).



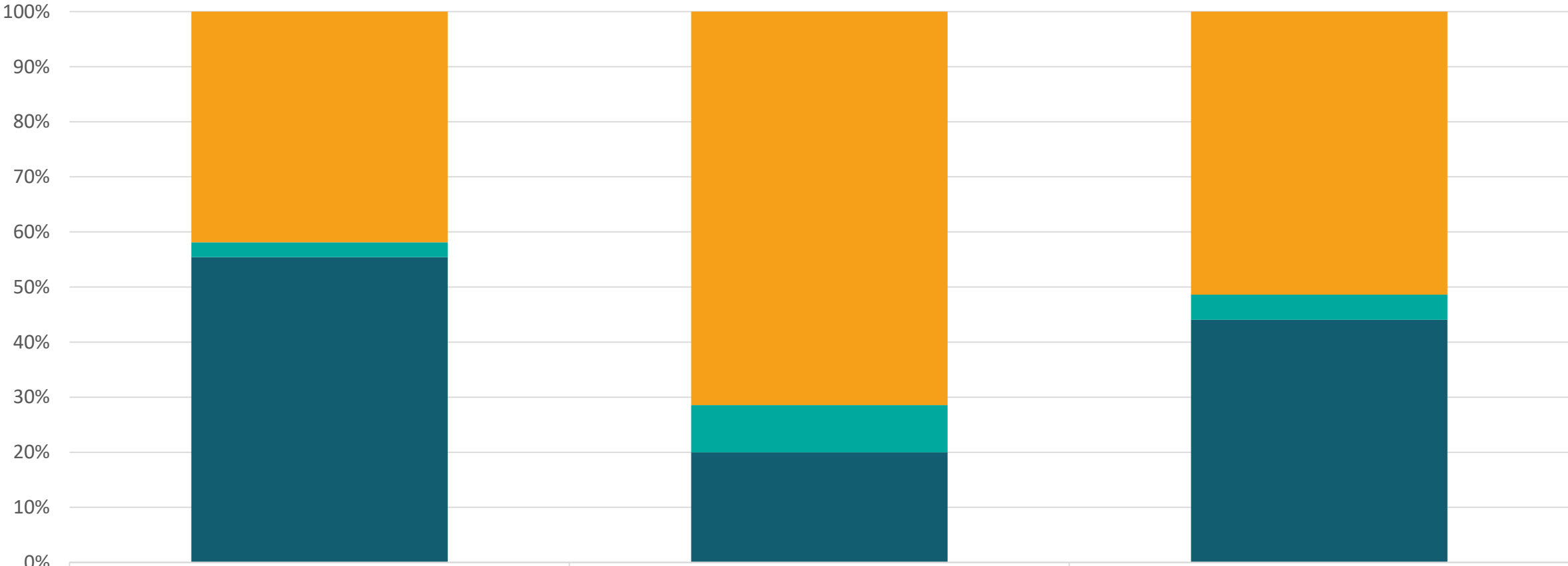
All DCDHS Employees Race/Ethnicity, by Division



	Admin, FMS, HAA (n=57)	ACS (n=170)	BPHCC (n=184)	CYF (n=154)	EAWS (n=132)	PEI (n=69)	Grand Total (n=766)
White	82.5%	83.5%	51.6%	68.2%	57.6%	75.4%	67.5%
Not Specified	0.0%	2.9%	2.7%	1.3%	5.3%	2.9%	2.7%
BIPOC	17.5%	13.5%	45.7%	30.5%	37.1%	21.7%	29.8%



Part-Time Staff Race/Ethnicity, by Division



White
Not Specified
BIPOC

BPHCC (n=74)

All Divisions, Other than BPHCC (n=35)

Grand Total (n=109)

41.9%

71.4%

51.4%

2.7%

8.6%

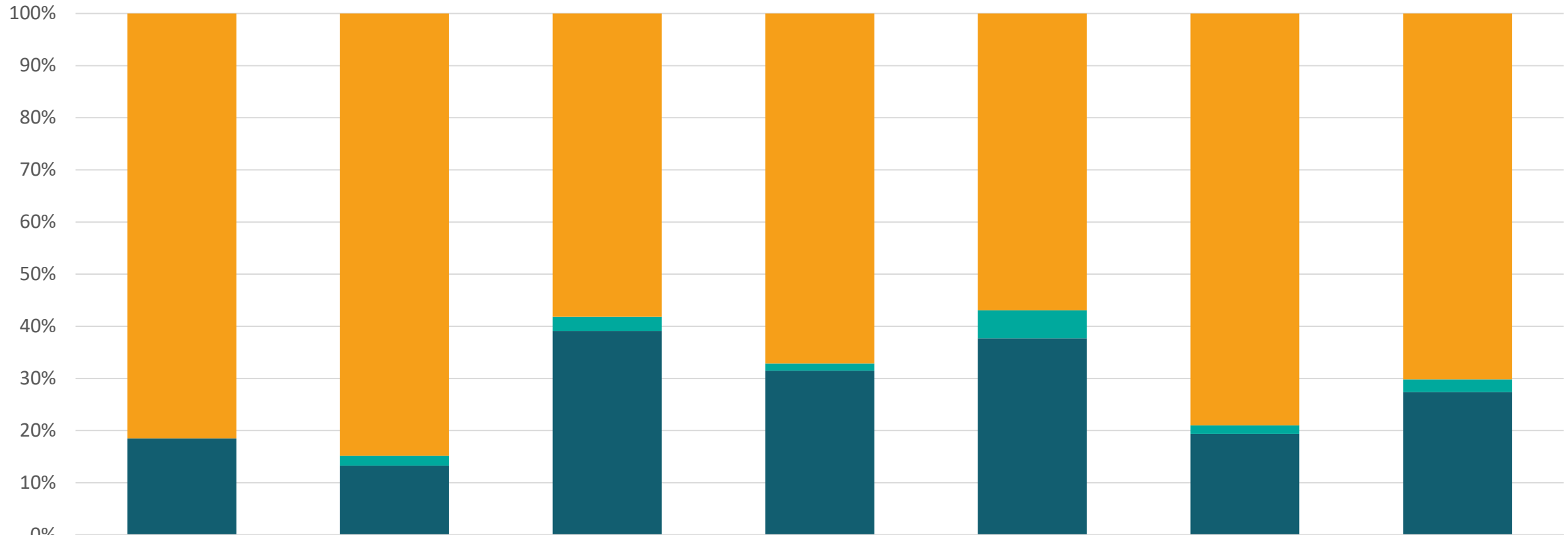
4.6%

55.4%

20.0%

44.0%

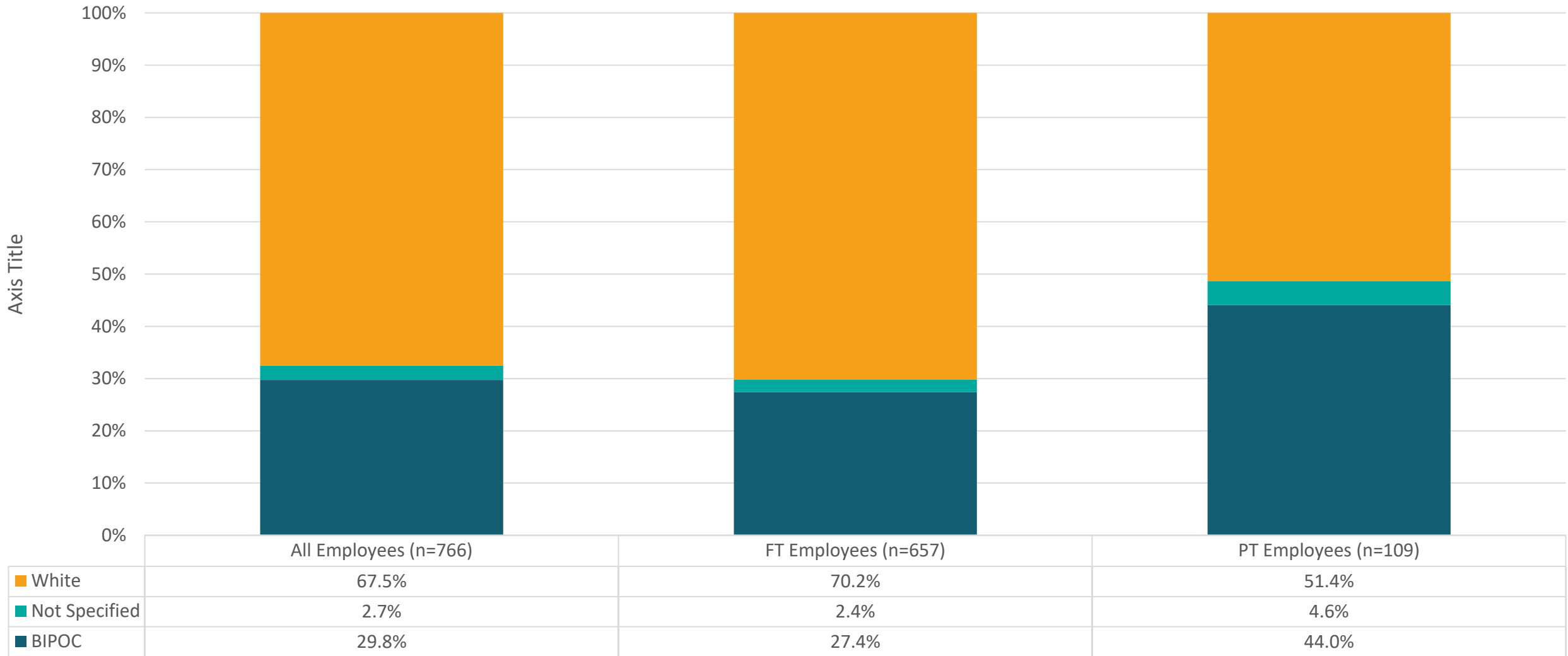
Full-Time Staff Race/Ethnicity, by Division



	Admin, FMS, HAA (n=54)	ACS (n=158)	BPHCC (n=110)	CYF (n=143)	EAWS (n=130)	PEI (n=62)	Grand Total (n=657)
White	81.5%	84.8%	58.2%	67.1%	56.9%	79.0%	70.2%
Not Specified	0.0%	1.9%	2.7%	1.4%	5.4%	1.6%	2.4%
BIPOC	18.5%	13.3%	39.1%	31.5%	37.7%	19.4%	27.4%

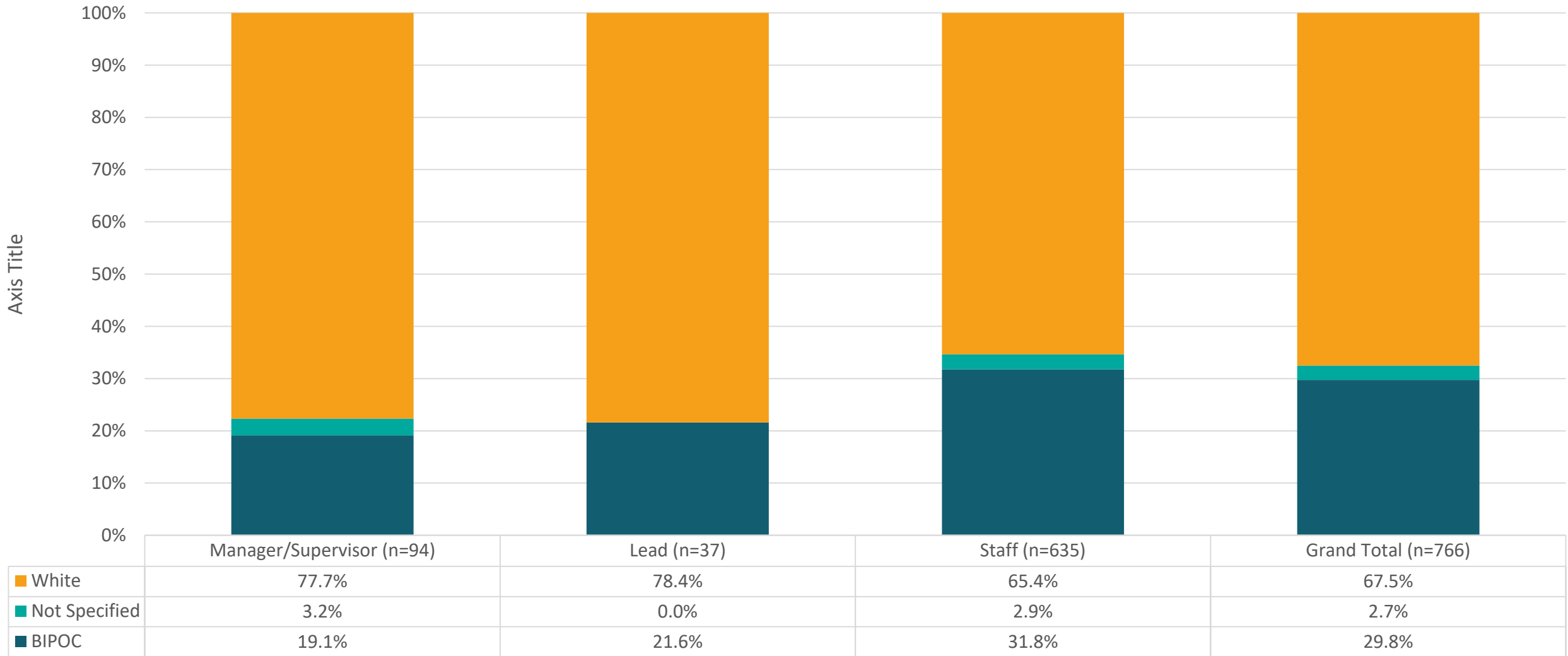


Race/Ethnicity by Employment Type



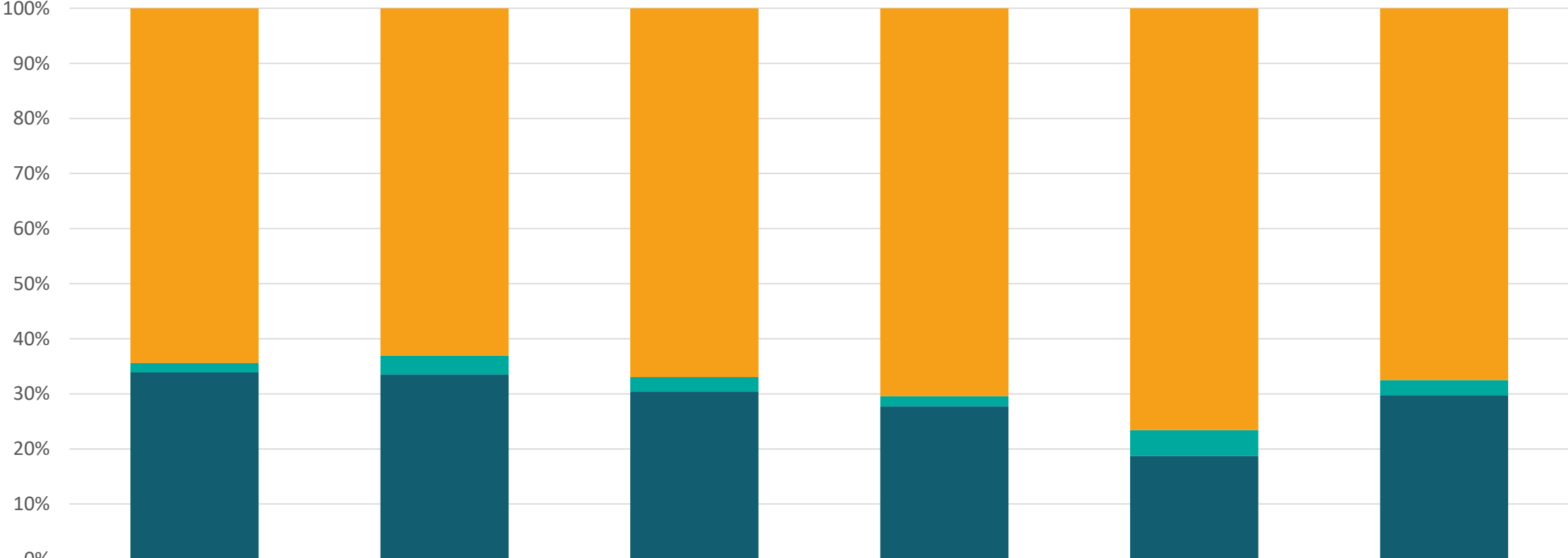


Race/Ethnicity by Role





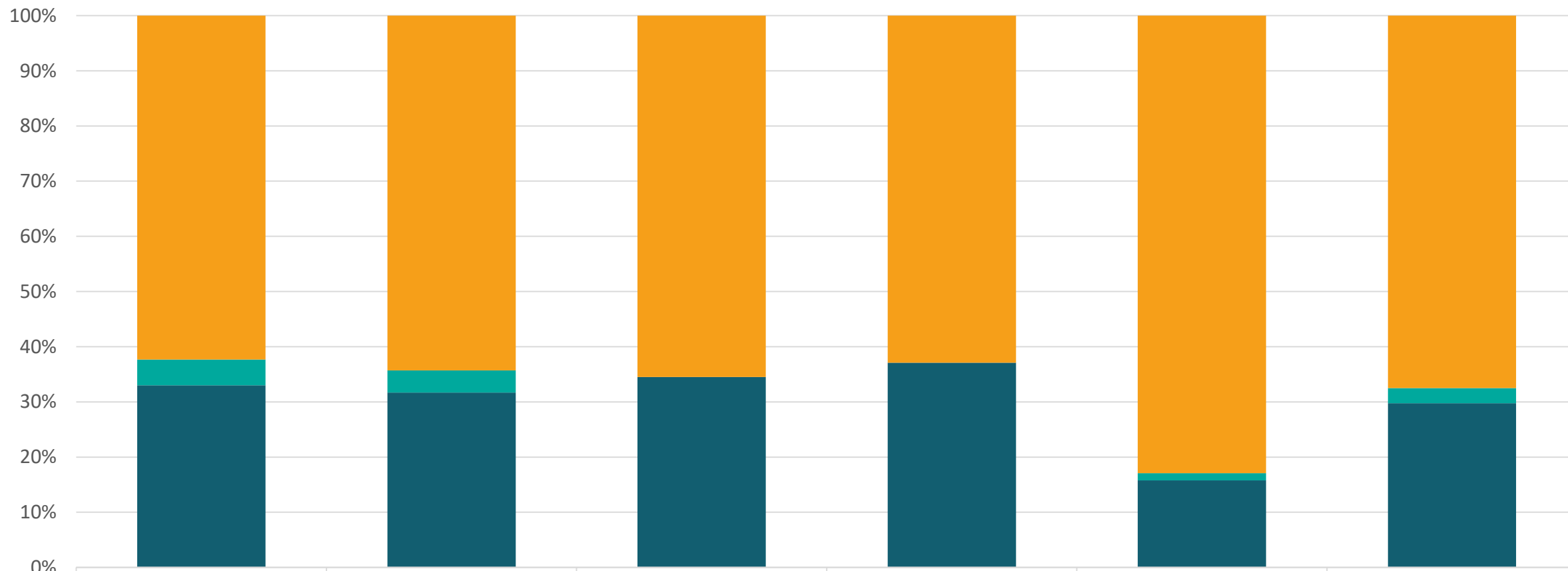
Race/Ethnicity by Age



	under 30 (n=59)	30-39 (n=203)	40-49 (n=227)	50-59 (n=213)	60 or older (n=64)	Grand Total (n=766)
White	64.4%	63.1%	67.0%	70.4%	76.6%	67.5%
Not Specified	1.7%	3.4%	2.6%	1.9%	4.7%	2.7%
BIPOC	33.9%	33.5%	30.4%	27.7%	18.8%	29.8%



Race/Ethnicity by Tenure



	0-3 Years (n=215)	4-9 Years (n=224)	10-14 Years (n=113)	15-19 Years (n=66)	20+ Years (n=152)	Grand Total (n=766)
White	62.3%	64.3%	65.5%	62.9%	82.9%	67.5%
Not Specified	4.7%	4.0%	0.0%	0.0%	1.3%	2.7%
BIPOC	33.0%	31.7%	34.5%	37.1%	15.8%	29.8%

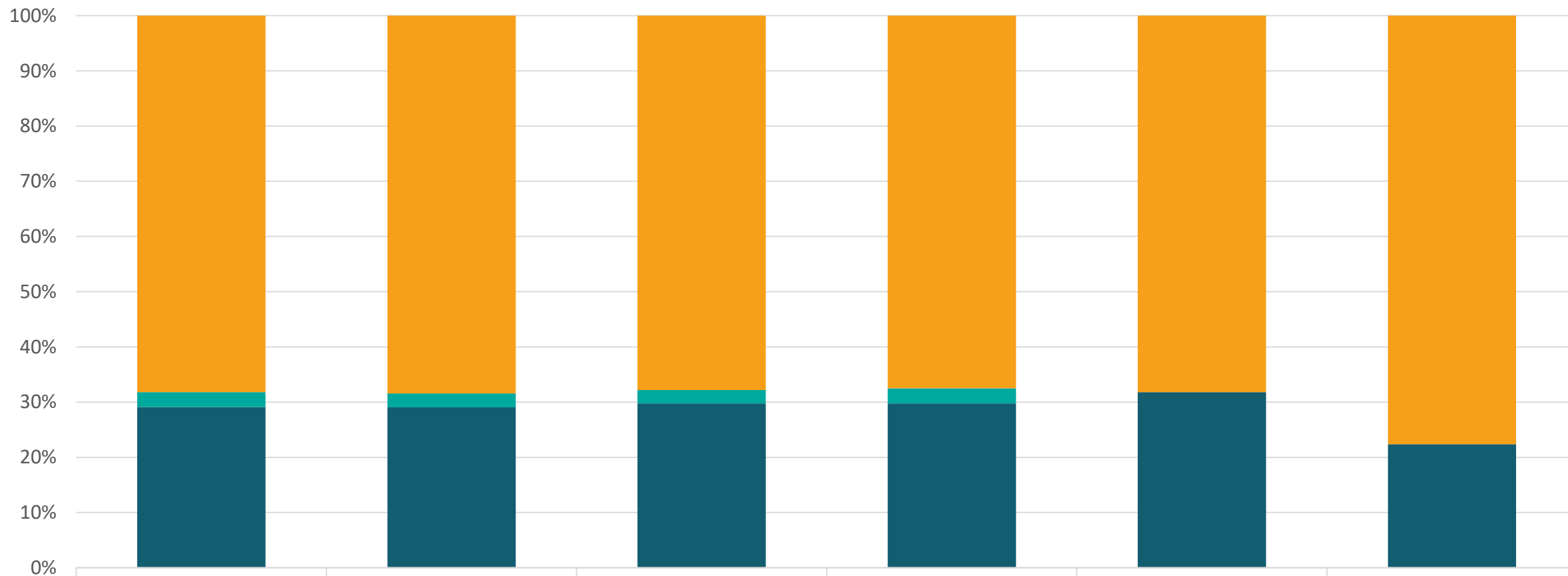


Average Years of Service by Race

	Average Years of Service
Not Specified (n=21)	5.4
American Indian/Alaska Native (n=5)	--
Asian (n=84)	8.1
Black or African American (n=73)	8.2
Hispanic or Latin (n=55)	8.8
Native Hawaiian/Pacific Islander (n=1)	--
Two or More Races (n=10)	7.1
White (n=517)	11.3
Dept. Average Tenure (n=766)	10.3



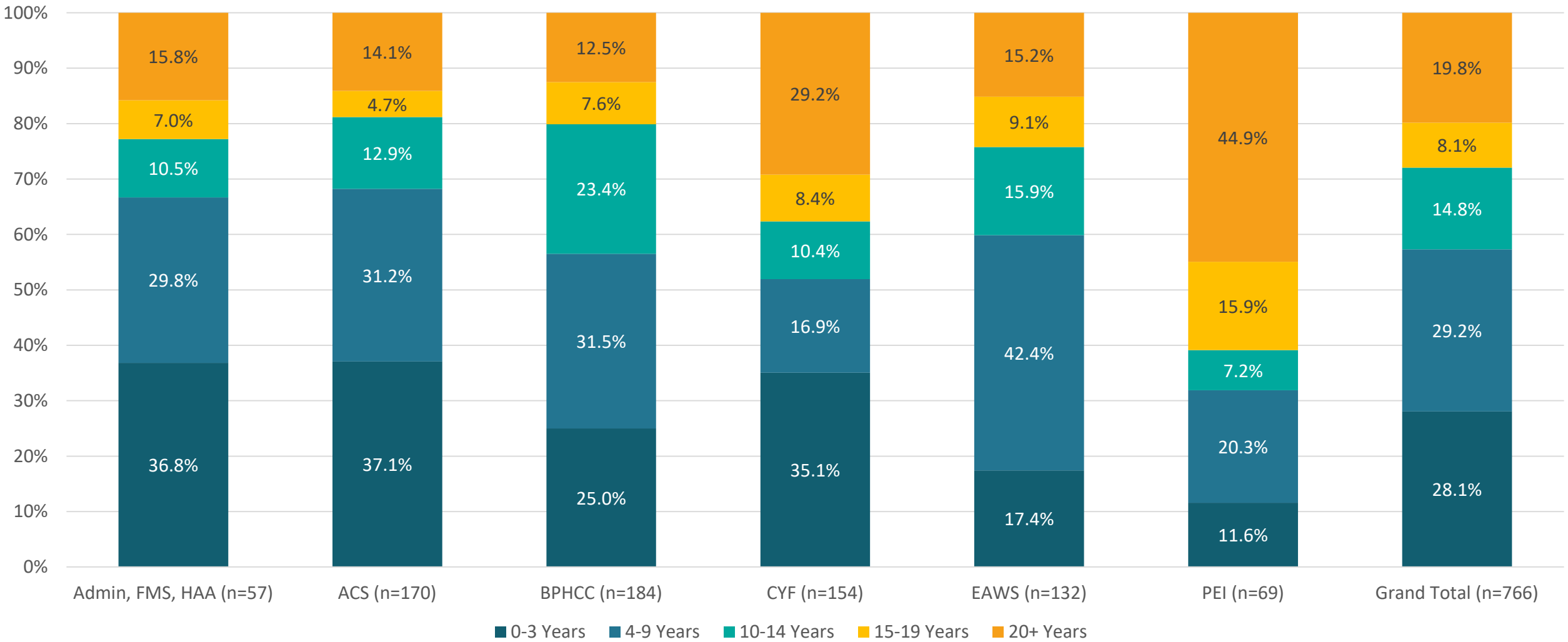
Race/Ethnicity Comparisons



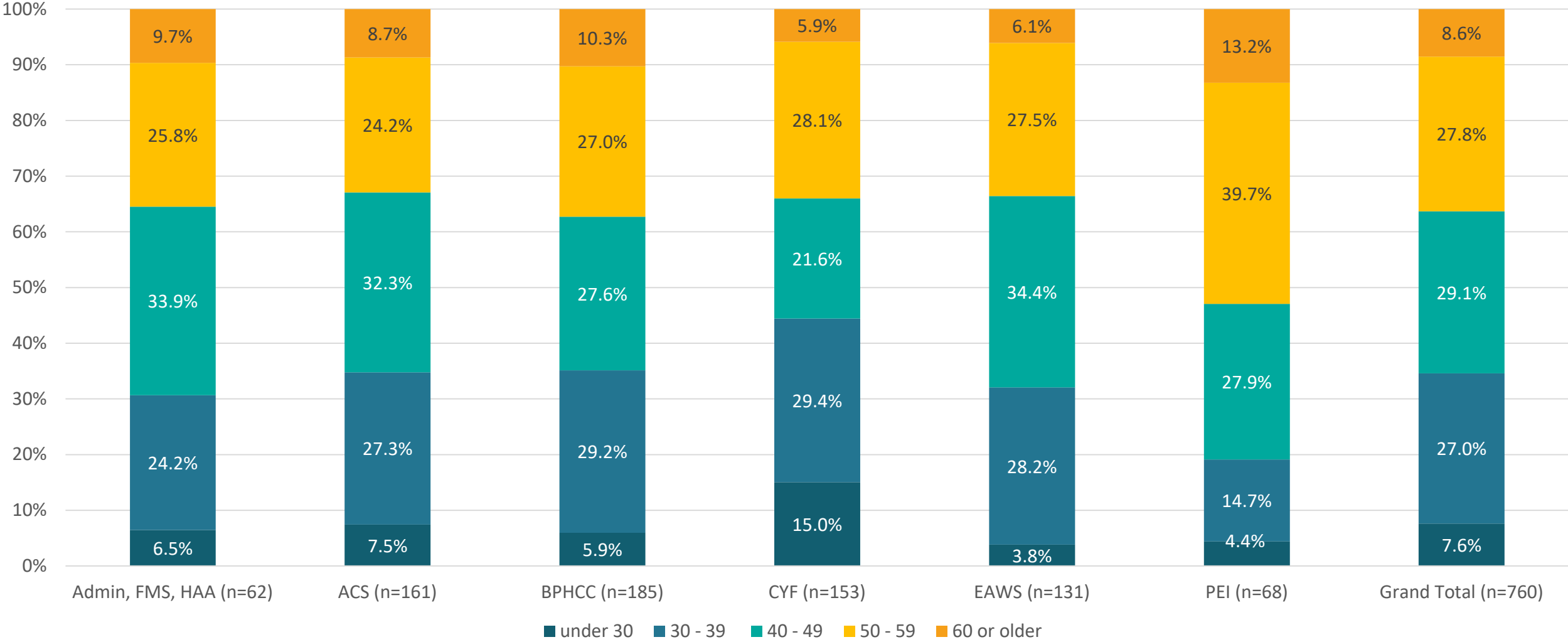
White	68.2%	68.4%	67.8%	67.5%	65.2%	77.6%
Not Specified	2.7%	2.5%	2.4%	2.7%	0.0%	
BIPOC	29.1%	29.0%	29.8%	29.8%	30.4%	22.4%



Years of Service, by Division



Age Range, by Division



Q4 Turnover, by Division

	Admin, FMS, HAA	ACS	BPHCC	CYF	EAWS	PEI	Grand Total
Average # Employees	59.5	165.5	184.5	153.5	131.5	68.5	763
# Turnover	3	3	16	14	3	1	40
Turnover rate	5.0%	1.8%	8.7%	9.1%	2.3%	1.5%	5.2%
Annualized Turnover Rate	15.1%	5.4%	26.0%	27.4%	6.8%	4.4%	15.7%

1. Separations were staff that Transferred/Promoted to a different position # or left DCDHS entirely.

12/14/2022

Q4 Turnover by Race/Ethnicity & Tenure

Turnover by Tenure	
	Percent of Total Turnover (n=40)
0-3 Years	47.5%
4-9 Years	22.5%
10-14 Years	17.5%
15-19 Years	2.5%
20+ Years	10.0%

Turnover by Race/Ethnicity	
	Percent of Total Turnover (n=40)
BIPOC	30.0%
Not Specified	2.5%
White	67.5%

Quits by Race/Ethnicity	
	Percent of Total Quits (n=16)
BIPOC	37.5%
Not Specified	0%
White	62.5%